



DEPARTMENT OF THE ARMY
HEADQUARTERS, 3rd BATTALION, 2nd AIR DEFENSE ARTILLERY REGIMENT
3906 MOW WAY ROAD
FORT SILL, OKLAHOMA 73503

AFVL-RTB-BC

16 June 2015

MEMORANDUM FOR ALL 3-2 ADA PERSONNEL

SUBJECT: Policy Letter #2: Equal Opportunity

1. References:

- a. AR 600-20, Army Command Policy, dated 6 November 2014
- b. DoD Directive 1020.02E, "Diversity Management and Equal Opportunity in the DoD", dated 8 June 2015

2. It is the policy of this Battalion to provide fair treatment for all personnel and their Families, irrespective of race, color, religion, sex, national origin, or sexual orientation. This policy applies both on and off installation, during duty and non-duty hours, and in working, living, and recreational environments. I will not tolerate anything less.

3. It is my unwavering conviction that any form of discrimination is unacceptable in our Army and in our society. I am committed to providing for the equality of all Soldiers, Family Members, and Department of Defense civilians based solely on individual merit, fitness, and capability in support of readiness. I will not tolerate any incidents of harassment, unlawful discrimination, or violations of this policy. I equally charge leaders and Soldiers in this command in upholding this same level of commitment anchored by universal dignity and respect.

4. The Battalion Equal Opportunity Leader (EOL) has direct access to me at all times regarding EO matters. The chain of command is the primary channel for EO complaints and is responsible for addressing discriminatory practices. Soldiers should attempt to resolve EO complaints through their respective unit EOL(s) and/or chain of command. Soldiers do have the right to go to the Battalion EOL or bring their grievance directly to me via the provisions of my Open Door Policy (Policy Letter #1). If a Soldier wants to file a formal complaint, that will be done through the Brigade EO Advisor.

5. I expect every commander, leader, and Soldier to take swift and positive steps to help stop bias behaviors and discriminatory practices by identifying problems or potential problems and exercising their moral obligation to intervene. This can be done through positive, visible, and involved leadership. Discrimination of any kind will not be tolerated.

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6. Any attempts to suppress, restrain, interfere with, or coerce an individual who desires to file a complaint will not be tolerated. Acts of reprisal against a complainant will not be tolerated.
7. Unit Commanders will establish a similar policy within their units; briefing each Soldier on the provisions and conditions of the policy during the Soldier's initial unit orientation.
8. The POC for this memorandum is the 3-2 ADA EOL at 580-558-1806.

"LETHAL STRIKE!"

A handwritten signature in black ink, appearing to read 'MWD', with a long horizontal stroke extending to the right.

MATTHEW W. DALTON
LTC, AD
Commanding